



# United States Department of the Interior

## BUREAU OF LAND MANAGEMENT

Wyoming State Office

P.O. Box 1828

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IN REPLY REFER TO:

1112 (950) P

January 27, 2009

EMS Transmission: January 27, 2009  
Instruction Memorandum No. WY 2009-014  
Expires: 9/30/2010

To: All Employees  
From: State Director  
Subject: Fatigue Driving and Work Hours Policy

Accident statistics for the BLM show that over the past 10 years more than half of the fatalities within our organization have been caused by fatigue and/or distance driving.

The BLM Manual Handbook, 1112-2 limits driving time to 8 hours behind the wheel in a 16-hour duty day. The duty period includes rest and meal breaks. The handbook also requires that employees have 8 hours of rest before a duty day which requires driving. Emergency driving for fires is addressed in BLM Manual 9210.5. Driving limitations for heavy equipment operators are covered by Department of Transportation in 49 CFR 395.

Wyoming BLM employees who must drive for more than 8 hours in one duty period for field duty, to attend meetings, etc., must plan to remain overnight at their temporary duty location, have provision for a relief driver, or obtain their supervisor's authorization to exceed this limit. Supervisors must be aware of authorizing overtime or compensatory time when solo distance driving is involved. Effective risk management indicates that the costs associated with one vehicle accidents would exceed the costs associated with an extra day of per diem or having two drivers.

No employee will be permitted to work more than 16 hours in a 24-hour period to include the maximum 8-hour driving restriction. This will also allow for the 8-hour rest requirement before driving the next day. Any variance from this policy must be approved, in writing, by the respective Field Manager or Deputy State Director. Employees and supervisors will be held in compliance with this policy and failure to do so will result in disciplinary action.

I am committed to ensuring the safety of each individual in this organization. To that end, it is the responsibility of all of us to recognize the fatigue problem, watch for it (Attachment 1), and rest when necessary.

As we improve awareness of the problems of fatigue and/or distance driving, I am convinced we will reduce the risk to our employees.

Signed by:  
Donald A. Simpson  
Wyoming State Director

Authenticated by:  
Pamela D. Hernandez  
Wyoming Central Files

1 Attachment:  
1 – “Wake Up Call” (1 p.)

Distribution

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